

## **Membership Balance Plan for the Federal Salary Council**

- (1) Name.** Federal Salary Council.
- (2) Authority.** The Federal Salary Council is established under section 5304 of title 5, United States Code, and Executive Order 12764, in accordance with the provisions of the Federal Advisory Committee Act (FACA), as amended, 5 U.S.C., App. 2.
- (3) Mission/Function.** To comply with section 5304 of title 5, United States Code, the President's Pay Agent must provide for meetings with the Federal Salary Council to consider issues relating to Federal locality-based comparability payments. The balance of the Federal Salary Council is broadly determined by statute since 5 U.S.C. 5304 requires that:
  - three members be recognized for their impartiality, knowledge and experience in the field of labor relations and pay policy, and
  - six members be representatives of Federal employee organizations representing substantial numbers of General Schedule (GS) employees
- (4) Points of View.** The statute provides for nine members and specifies that three will be labor relations and pay policy experts and six will be representatives of Federal employee organizations. The balance of the Council is largely set by statute. However, the six members representing Federal employee organizations are generally selected based on the proportion of the overall General Schedule workforce represented by each employee organization. The representatives of each employee organization represent the nationwide interests of their membership. The three expert members may be selected from any part of the country or sector of the economy, but they must have a labor relations or pay policy background.
- (5) Other Balance Factors.** Members of the Federal Salary Council are appointed by the President, not by the Office of Personnel Management (OPM).
- (6) Candidate Identification Process.** Candidates are selected by the White House, not by OPM. There is no term limit on appointments unless the White House decides to add a limit. If the White House requests assistance in selecting candidates, OPM may consider:
  - Membership in professional associations such as WorldatWork, the American Society for Public Administration, and the Society for Human Resource Management;
  - Number of GS employees represented by Federal employee organizations;
  - Union affiliations;
  - Contributions to the literature on public sector human resources policy; and
  - Prior experience in human resources management
- (7) Subcommittee Balance.** The Federal Salary Council does not have Subcommittees subject to FACA.
- (8) Other.** Council balance is established by statute.
- (9) Date Prepared/Updated.** September 5, 2013.